

**Bonneville Power Administration  
Fish and Wildlife Program FY99 Proposal Form**

**Section 1. General administrative information**

**Prepare Draft Annual Implementation Work Plan**

**Bonneville project number, if an ongoing project** 8906200

**Business name of agency, institution or organization requesting funding**  
Columbia Basin Fish and Wildlife Authority

**Business acronym (if appropriate)** CBFWA

**Proposal contact person or principal investigator:**

Name	Brian J. Allee, Ph. D.
Mailing Address	2501 S.W. First Suite 200
City, ST Zip	Portland, OR 97201
Phone	(503) 326-7031
Fax	(503) 326-7033
Email address	brian@cbfwf.org

**Subcontractors.** List one subcontractor per row; to add more rows, press Alt-Insert from within this table

Organization	Mailing Address	City, ST Zip	Contact Name
Sampsel Consulting	P.O. Box 1249	Ocean Park, WA 98640	Roy Sampsel

**NPPC Program Measure Number(s) which this project addresses.**

Addresses all program measures.

**NMFS Biological Opinion Number(s) which this project addresses.**

Addresses portions of the Kootenai Sturgeon Biological Opinion and the NMFS Hydrosystem Operations Biological Opinion

**Other planning document references.**

If the project type is "Watershed" (see Section 2), reference any demonstrable support from affected agencies, tribes, local watershed groups, and public and/or private

landowners, and cite available documentation.

### Subbasin.

Activities relate to entire Columbia River Basin.

### Short description.

Coordinate and promote comprehensive and effective planning and implementation of fish and wildlife programs in the Columbia River Basin, improve the quality of fish and wildlife decision-making and to influence other regional decision-makers.

## Section 2. Key words

Mark	Programmatic Categories	Mark	Activities	Mark	Project Types
X	Anadromous fish		Construction		Watershed
X	Resident fish		O & M		Biodiversity/genetics
X	Wildlife		Production		Population dynamics
	Oceans/estuaries		Research		Ecosystems
	Climate		Monitoring/eval.		Flow/survival
	Other		Resource mgmt		Fish disease
		X	Planning/admin.		Supplementation
			Enforcement		Wildlife habitat en-
			Acquisitions		hancement/restoration

### Other keywords.

Coordination, Planning, Communication, Information and Data Management, Coalition Building

## Section 3. Relationships to other Bonneville projects

Project #	Project title/description	Nature of relationship
9403300	Fish Passage Center	Supervisory oversight
9007700	Northern Squawfish Mgt. Program	Technical Administration
9600800	PATH Plan for Analyzing and Testing Hypotheses Participation by State and Tribal Agencies	Contract Administration
9600500	ISAB Independent Scientific Advisory Board	Contract Administration
	All projects in the Fish and Wildlife Program	Coordination, logistical and technical support

## Section 4. Objectives, tasks and schedules

### *Objectives and tasks*

Obj 1,2,3	Objective	Task a,b,c	Task
1	Generate goals, objectives and strategies to guide fish and wildlife mitigation, restoration and protection activities in the Columbia River Basin.	a	Organize and manage a consensus-based membership organization (consisting of Anadromous Fish, Resident Fish and Wildlife Caucuses) which makes timely, effective and informed management decisions to implement the mitigation, restoration and protection actions.
		b	Coordinate and facilitate CBFWA member participation in other regional initiatives such as, NPPC amendment process, BPA Budget MOA and Three Sovereigns.
		c	Coordinate and facilitate the Anadromous Fish, Resident Fish, Wildlife Caucuses which develop recommendations for regional policies and strategies for activities such as: production, mainstem and tributary passage improvements, watershed/ habitat protection, restoration and enhancement, land acquisition, monitoring and evaluation, and research.
		d	Provide administrative, logistical, and technical support for CBFWA committees such as the Integrated Watershed Committee, the Artificial Production Committee and Members Steering Group.
		e	Report annually, review design criteria, and facilitate implementation of Fish Screening Oversight Committee projects.
		f	Supervise the Fish Passage Center Manager.

		g	Provide funding for Members' travel.
2	Integrate the NPPC Program, draft and proposed recovery plans for Snake River salmon and steelhead, Kootenai River white sturgeon, mid-Columbia steelhead, <i>Wy-Kan-Ush-Mi Wa-Kish-Wit</i> , and other plans into a Multi-Year Plan to guide annual implementation.	a	Update and revise the Multi-Year Plan based on monitoring and evaluation results.
		b	Collaboratively revise and run anadromous fish life cycle-production model developed by CRITFC.
		c	Maintain and track out-year budget estimates.
3.	Develop the Draft Annual Implement Work Plan for projects funded under the NPPC Fish and Wildlife Program.	a	Coordinate technical review groups and provide technical analyses that support policy recommendations.
		b	Coordinate and facilitate annual revisions of project evaluation review criteria to ensure projects are technically sound and will meet objectives.
		c	Coordinate and facilitate the review and evaluation of new and ongoing annual implementation projects.
		d	Produce and distribute the Draft Annual Implement Work Plan.
		e	Research and analyze information and write issue papers pertaining to regional activities affecting fish and wildlife and their habitats.
4	Monitor and evaluate the success of the NPPC Program, the Annual Implementation Work Plan, and the CBFWA Project (8906200) objectives 1, 2, 3, 5 and 6.	a	Establish and provide logistical/technical support and analyses for internal and external peer review groups.
		b	Provide technical support to evaluate program and individual

			project actions and to determine if the expected results are achieved.
		c	Coordinate and facilitate development of recommendations to modify projects and programs based on the evaluation results.
		d	Conduct a subbasin project review on an annual basis
5	Monitor the BPA Fish and Wildlife Program budget/spending.	a	Participate in monthly coordinating meetings with BPA and NPPC, and quarterly and annual budget review processes
		b	Track program expenditures to ensure planned spending guidelines are met.
		c	Coordinate necessary budget modifications.
6	Maintain communication network and public outreach program within and between CBFWA Members, and other regional interests.	a	Coordinate with NPPC, BPA, CRITFC, PPC and subbasin watershed groups on public education and outreach regarding the fish and wildlife program.

***Objective schedules and costs***

<b>Objective #</b>	<b>Start Date mm/yyyy</b>	<b>End Date mm/yyyy</b>	<b>Cost %</b>
1	10/1998	09/1999	50%
2	10/1998	09/1999	12%
3	10/1998	09/1999	17%
4	10/1998	09/1999	7%
5	10/1998	09/1999	8%
6	10/1998	09/1999	6%

**Schedule constraints.**

N/A

**Completion date.**

Ongoing

**Section 5. Budget**

***FY99 budget by line item***

<b>Item</b>	<b>Note</b>	<b>FY99</b>
Personnel	See "Key Personnel," Section 9	419466
Fringe benefits	Workers comp, social security, medical ins., unemployment ins., group life and disability ins., pension plan.	163592
Supplies, materials, non-expendable property	Office supplies, printing, copies, messengers, postage	30403
Operations & maintenance	Rents - Equip/Maintenance	5783
Capital acquisitions or improvements (e.g. land, buildings, major equip.)		0
PIT tags	# of tags:	0
Travel	Costs for all members and staff to participate in accomplishing objectives	272207
Indirect costs		286871
Subcontracts		91135
Other		
<b>TOTAL</b>		<b>1269457</b>

***Outyear costs***

<b>Outyear costs</b>	<b>FY2000</b>	<b>FY01</b>	<b>FY02</b>	<b>FY03</b>
Total budget	1307541	1346767	1387170	1428785
O&M as % of total	0.46	0.46	0.46	0.46

**Section 6. Abstract**

CBFWA is made up of four state, two federal, and 13 tribal members working cooperatively to provide regional coordination in comprehensive regional planning and implementation of fish and wildlife programs in the Columbia River basin. These entities are the legally recognized managers of the fish and wildlife resources and as such have a major role in the implementation of projects which support the NPPC's Fish and Wildlife Program. CBFWA is charged with the coordination of mitigation activities between the fish and wildlife managers and all water and land planning and management authorities of the Columbia River Basin. CBFWA specifically has the responsibility for preparing the Draft Annual Implementation Work Plan which involves coordinating and facilitating the fish and wildlife managers' development of a prioritized list of BPA-funded projects to best reflect the intent of the NPPC's Fish and Wildlife Program. CBFWA is currently coordinating the development of a Multi-year Plan, with the active participation of member and non-member agencies, that integrates fish and wildlife programs, budgets,

goals, objectives, and a uniting conceptual framework for the Basin through 2001. Non-member agencies that have contributed to the MYP include the Corps of Engineers, NPPC, BPA, FPC, U.S. Forest Service, Bureau of Reclamation, Public Power Commission and various independent consultants and contractors.

## **Section 7. Project description**

### **a. Technical and/or scientific background.**

Show how the proposed work is a logical component of an overall conceptual framework or model that integrated knowledge of the problem. The most significant previous work history related to the project, including work of key project personnel on any past or current work similar to the proposal, should be reviewed. All work should be adequately referenced and listed at the end of this field.

The entities mandated with the statutory authority to manage the fish and wildlife of the Columbia River Basin are the 13 Indian tribes, and the four state and two federal fish and wildlife agencies. There is no other regional organization that provides a forum for the fish and wildlife managers to comprehensively plan and implement fish and wildlife programs in the Columbia River Basin. The organization collaborates with its members, and through consensus-based decision making, provides a common voice to collectively carry out their respective management authorities. Without the CBFWA, there is no provision for an open forum for discussion, information exchange, and facilitation services that meets the needs of all the tribes and agencies equally.

### **b. Proposal objectives.**

**Objective 1: Generate goals, objectives and strategies to guide fish and wildlife mitigation, restoration and protection activities in the Columbia River Basin.**

**Objective 3: Develop the Draft Annual Implement Work Plan for projects funded under the NPPC Fish and Wildlife Program. Objective 4: Monitor and evaluate the success of the NPPC Program, the Annual Implementation Work Plan, and the CBFWA Project (8906200) objectives 1, 2, 3, 5 and 6. Objective 6: Maintain communication network and public outreach program within and between CBFWA Members, and other regional interests.**

Product: A Draft Annual Implementation Work Plan that carries out the NPPC Fish and Wildlife Program and proposed Recovery Plan; covers the DIRECT portion of the BPA fish and wildlife budget; is integrated with the other portions of the BPA fish & wildlife budget; has fish and wildlife co-manager approval; and is completed by July of each year.

**Objective 2: Integrate the NPPC Program, draft and proposed recovery plans for Snake River salmon and steelhead, Kootenai River white sturgeon, mid-Columbia steelhead, *Wy-Kan-Ush-Mi Wa-Kish-Wit*, and other plans into a Multi-Year Plan to guide annual implementation.**

Product: A Multi-Year Plan that outlines a fish and wildlife management framework; lays out a ten-year budget for BPA fish and wildlife funding; and is approved by the

Columbia Basin fish and wildlife co-managers.

**Objective 5: Monitor the BPA Fish and Wildlife Program budget/spending**

Product: Project and budget tracking system that shows project status; out-year budget projections; within-year spending; and MOA budget status.

**c. Rationale and significance to Regional Programs.**

Regional co-managers have the statutory responsibility for management of Columbia River anadromous fish resources. This includes the responsibility of establishing goals and objectives, developing strategies for achieving those objectives and determining the priority of necessary recovery and enhancement actions. The co-managers also are responsible for decisions regarding the allocation of available financial and human resources to implementation and management tasks. Two key aspects of management of Columbia River anadromous fish resources are 1) information management and 2) coordination of activities. Effective management requires that an infrastructure which supports the collection, analysis, and dissemination of information (data), and that promotes coordination among sovereigns be established and maintained.

In their Draft Multi-Year Plan, the co-managers included a goal for basinwide activities, with is *“to make timely, effective, and informed ddecisions regarding management of Columbia River anadromous fish.”* The co-managers intend to use five strategies to help attain this goal:

**1. Set goals, objectives and strategies for fish and wildlife management and coordinate planning and implementation.**

This strategy uses the existing processes to facilitate the communication and coordination necessary for planning and implementation on a basinwide basis. These include those of the Columbia Basin Fish and Wildlife Authority, the Regional forum (Biological Opinion implementation), and the Columbia River Fishery Management Plan (harvest and production). These processes and their technical subcommittees provide much of the infrastructure necessary to coordinate biological and technical research develop monitoring programs, identify priority needs, and allocate funding from a basinwide perspective.

Coordinated management of Columbia River anadromous fish requires that Program-level managers within the agencies and tribes be supported by staff dedicated to necessary regional activities. The two main regional support staffs are: the Fish Passage Center (included under Mainstem), which monitors smolt migrations, analyses fisheries and hydrological data and interfaces with the operating agnecies on hydroelectric operation; and, the Columbia Basin Fish and Wildlife Authority which provides logistical and technical support for coordination, budget tracking, project prioritization and planning.

The Annual Implementation Work Plan reflects specific activities which, in the



judgement of the fish and wildlife managers, are necessary to achieve certain goals and objectives and are consistent with agreed upon strategies to achieve them. These objectives reflect requirements of the NPPC's Columbia River Basin Fish and Wildlife Program, the NMFS's 1995 Biological Opinion on Hydropower Operations, and the Tribal Restoration Plan. The co-managers engage in a rigorous review and priority-setting process, using the facilities and staff of the CBFWA. The the CBFWA the co-managers make their recommendations to the NPPC.

## **2. Provide a peer review capability.**

The Northwest Power Act requires that the Columbia River Fish and Wildlife Program be based on the "best available science." A 1997 amendment to the NW Power Act established an Independent Scientific Review Panel to provide recommendations on the scientific basis for the Program and its implementation. The Endangered Species Act has a parallel requirement. A number of efforts are necessary to define critical scientific uncertainties, develop a unified scientific framework for the Columbia Basin, and provide for independent scientific review of plans and programs.

## **3. Conduct regional research and monitor progress and results.**

## **4. Develop tools and models needed to enhance decision-making ability.**

## **5. Manage information (maintain and disseminate data) and report results to constituents and stakeholders.**

The Managers support the need to report results and progress routinely and to make information available to stakeholders and the public. Currently there are a number of avenues to accomplish this. The "Annual Project Review" sponsored by CBFWA, NPPC, BPA and others was restarted in FY1997 and is intended to be done each year. This review provides opportunity for managers and the public to "peer review" projects and interact with project managers regarding goals, objectives, and budget.

### **d. Project history**

- summary of major results achieved - past costs (see attached spreadsheet)

Summary of major results achieved:

## **1. Coordinate and facilitate the development of the Annual Implementation Work Plan**

The fish and wildlife managers facilitate the collection and compilation of up-to-date information on fish and wildlife projects and evaluate the projects against criteria developed through consultation and coordination among the managers and the NPPC. The managers also review the project to identify inter-relationships or common objectives, assess out-year costs, determine the feasibility of completing the work and review overhead costs. The fish and wildlife managers provide an executive summary of

the annual implementation activities, identify budget priorities and project budget levels. The annual work plan is provided to the NPPC and BPA, as well as made available for public comment prior to adoption.

## **2. Information and Data Management**

Through the central facility located in Portland, project budget information and issues affecting program restoration activities can be compiled and distributed to all fish and managers and other stakeholders to assist in decision-making.

## **3. Coalition building**

The Authority provides a forum to facilitate the exchange of information among the fish and wildlife managers on matters affecting anadromous fish, resident fish and wildlife resources.

## **4. Technical Analysis**

The fish and wildlife managers have several technical committees that provide technical analysis to provide the information needed to assist in policy making decisions.

### **e. Methods.**

Two key aspects of management of Columbia River fish and wildlife resources are coordination of activities and information management. CBFWA provides an infrastructure which supports the collection, analyses, and distribution of information (data), and provides coordination among sovereigns to enable fish and wildlife managers to make timely and effective decisions. This infrastructure includes providing frequent communication (meeting, symposia, teleconferencing) with the members and other entities; maintaining information databases; analyzing and evaluating data; and operating an efficient information distribution system (fax, email, standard mail).

### **f. Facilities and equipment.**

The CBFWA is centrally located in downtown Portland. Meeting facilities include two conference rooms with teleconferencing equipment, onsite parking, and reception/clerical services. Office equipment includes a high speed copier and scanner, networked computers with up-to-date software, broadcast faxing, email, telephone system, xerox, and a web page with current calendar and directory information. CBFWA also maintains a comprehensive filing system, archives and a library. In addition, a fully equipped office is available for Member or meeting participant use.

### **g. References.**

Columbia Basin Fish and Wildlife Authority. 1989. Review of the history, development, and management of anadromous fish production facilities in the Columbia River Basin. September 1989. 52 p.

Columbia Basin Fish and Wildlife Authority. 1990. Proposed mainstem flows for Columbia basin anadromous fish. March 1990.

Columbia Basin Fish and Wildlife Authority. 1991. The biological and technical justification for the flow proposal of the Columbia Basin Fish and Wildlife Authority. Portland, OR. 55 p.

Columbia Basin Indian Tribes and the State and Federal Fish and Wildlife Agencies. 1993. Detailed fishery operating plan with 1994 operating criteria. November 1993.

Columbia Basin Fish & Wildlife Authority. 1994. Comments on Amendments to the Strategy for Salmon. November 15, 1994.

Watershed Equity Team of the Columbia Basin Fish and Wildlife Authority. 1996. Staff presentation of planning objectives, critical factors, and interactions of system configuration operations on resident and anadromous fish in the Columbia River Basin. February 23, 1996. 36 p.

Columbia Basin Fish and Wildlife Authority. 1997. FY 1998 Draft Annual Implementation Work Plan. June 4, 1997.

Columbia Basin Fish and Wildlife Authority. 1997. 1997 review of projects abstracts. June 26, 1997. 295 p.

## **Section 8. Relationships to other projects**

CBFWA provides technical administration for the implementation of the Northern Squawfish Management Program under separate subcontract with PSMFC.

CBFWA provides contract administration for the implementation of the PATH program under separate subcontract with ODFW.

Although the Fish Passage Center is funded through a separate contract with PSMFC and policy oversight is provided through the Fish Passage Oversight Board, day to day supervision of the Fish Passage Manager is provided by the Executive Director of the CBFWA.

CBFWA provides contract administration and administrative support to the ISAB.

## **Section 9. Key personnel**

Title	% in Impl.
Executive Director	80%
Assistant Director	60%

Resident Fish Analyst	100%
Budget Analyst	80%
Anadromous Fish Analyst	100%
Fish Screening and Artificial Production Analyst	50%
Executive Assistant	100%
Administrative Assistant	100%
Data/Systems Technician	75%

## **BRIAN JAMES ALLEE, Ph.D.**

*Executive Director*

### **EDUCATION**

University of Washington, Ph.D., Fisheries, 1974

University of Montana, Wildlife Science, 1965-66

University of California, B.A., Zoology, 1965

### **PROFESSIONAL AFFILIATIONS**

American Fisheries Society (AFS)

President, Fish Culture Section AFS 1993 - 1994

Chairman, Industry Advisory Council of the Western Regional Aquaculture Center,  
University of Washington

Industry Advisor, University of Washington Sea Grant Program

American Institute of Fishery Research Biologists

### **WORK EXPERIENCE**

9/23/96 - present Executive Director, Columbia Basin Fish and Wildlife Authority  
(CBFWA)

- ☐ Coordinate agendas for all meetings.
- ☐ Supervise CBFWA staff and manage fiscal affairs of CBFWA.
- ☐ Carry out all policy decisions of the CBFWA Members as they relate to the Program.
- ☐ Maintain close liaison with the 20 Members of the CBFWA through frequent individual visitations, phone conference and the periodic meetings in conjunction with Northwest Power Planning Council (NPPC) meetings.
- ☐ Perform such other duties as directed by the Chairperson.
- ☐ Assure that Authority staff represent all Members equally and perform duties with competence and initiative, but within limits prescribed by Authority's positions and charter.
- ☐ Maintain liaison between the agencies and tribes and the natural resource interest groups.
- ☐ Prepare annual budgets in consultation with Fiscal/Contract Administrator of Columbia Basin Fish and Wildlife Foundation (CBFWF).
- ☐ Responsible for the implementation and monitoring of the policy decisions developed directly between BPA and CBFWA and those emanating from the

Policy Forum.

- ☐ Supervise, through the Assistant Director(s), the operations and administration of CBFWF contracts.

1992 - 1996 Harza Consulting Engineers and Scientists, Bellevue, WA

As the fisheries section manager and senior fisheries scientist, provided technical direction in the development, staffing and implementation of fisheries programs; participated in fisheries projects as project manager or as a fisheries scientist; and conducted the final review of all reports prepared by the fisheries staff. Professional career includes work with salmonids, oysters, clams, and freshwater shrimp in appropriate freshwater, estuarine and marine ecosystems in Washington, Oregon, Alaska, California, Florida, and Brazil.

1991 - 1992 Clear Springs Foods - Coast Oyster Company, South Bend, WA

As Vice President of Operations, was responsible for operating a large vertically integrated oyster and manila clam business. Operations included three processing plants, 21,000 acres of oyster and clam growing grounds in Washington and California, and a 20 billion capacity oyster larvae hatchery. Managed, planned and implemented a budget in excess of \$10 million and a staff of 300 permanent and seasonal employees. Interacted extensively with county and state agencies on water quality and product quality issues, and coordinated programs on research with Pacific Coast universities and agencies.

## **JANICE M. ECKMAN**

*Assistant Director*

### **WORK EXPERIENCE**

*Possesses over 25 years in administrative and managerial experience. Training includes formal education in business, ongoing education and training through management and human resource classes and seminars, and on-the-job training classes offered.*

10/1/87 to present Assistant Director, Columbia Basin Fish and Wildlife Authority (CBFWA) and Vice President, Columbia Basin Fish and Wildlife Foundation (CBFWF)

Worked in concert with the Executive Director to establish and implement the management objectives, priorities and deadlines to accomplish the objectives of the Members as described in the CBFWA Work Plan. Served as the Executive Director's representative at professional meetings and contract negotiations as directed. Oversaw the activities and work flow of the administrative support staff to ensure quality and timely work products. Performed all duties associated with personnel administration and management, i.e., performance evaluations, position reviews, work plans, development and preparation of performance descriptions and performance reviews for all CBFWA support staff. Analyzed office operations and procedures for uniformity and efficiency. Maintained office operating standards and policies. Oversaw comprehensive administration of group benefit policies and reporting requirements. Administered the fiscal staff and approved funding requests, contract proposals, budgets and statements of

work to assure consistency of project requirements. Responsible for assurance that the Foundation's legal requirements were met in fiscal operations, personnel, employment practices, and general liability coverages.

2/1/96 - 10/1/96 Acting Executive Director, CBFWA

- ⊟ Coordinated agendas for all meetings.
- ⊟ Maintained a close liaison with the CBFWA Members through frequent individual visitations, phone conferencing and periodic meetings in conjunction with the Northwest Power Planning Council (NPPC) meetings, and maintained a liaison between the Members and the natural resource interest groups.
- ⊟ Assured the CBFWA staff represented all Members equally, performing duties with competence and initiative, but within the limits prescribed by the Authority's positions and charter.
- ⊟ Supervised CBFWA staff and the fiscal affairs of the CBFWA, including preparing annual budgets in consultation with the Fiscal/Contract Administrator of the CBFWF, and supervised through the Assistant Director(s) the operations and administration of CBFWF contracts.
- ⊟ Carried out all policy decisions of the CBFWA Members as they related to the Program. Responsible for the implementation and monitoring of the policy decisions developed directly between BPA, CBFWA and NPPC.
- ⊟ Performed other duties as directed by the CBFWA Chairperson.

6/95 - 2/96 Assistant Director for Administration, CBFWA

See above, present employment

## **DIANA M. GRITTEN MacDONALD**

*Resident Fish Technical Analyst*

### **WORK EXPERIENCE**

1997 - present Resident Fish Technical Analyst and Coordinator, Columbia Basin Fish and Wildlife Authority (CBFWA)

- ⊟ Provide the technical analysis and regional coordination between CBFWA, Bonneville Power Administration (BPA), and the Northwest Power Planning Council (NPPC) necessary to plan and implement the resident fish portion of the NPPC Fish and Wildlife Program.
- ⊟ Coordinate and facilitate the CBFWA Resident Fish Caucus, create agendas, facilitate decision-making process, invite technical speakers, prepare meeting packets and summaries, keep records of decisions and actions. Coordinate the \$15 million annual budget.
- ⊟ Write technical comments and information papers pertaining to fish and wildlife mitigation in the Columbia Basin.
- ⊟ Facilitate the CBFWA Watershed Technical Workgroup. Prepare recommendations on 135 FY1998 watershed projects.
- ⊟ Present resident fish related technical and policy information to the NPPC.

1996 - 1997 Consultant, Longview, WA

Clients included Public Power Council, Montana Office of the Northwest Power Planning Council, and the Columbia River Inter-Tribal Fish Commission.

- ☐ Provided expert technical and policy-level advice to the electric utilities on the implementation of the NPPC's Fish and Wildlife Program.
- ☐ Generated ideas, identified big-picture issues and trends, analyzed details, wrote and edited technical comments.
- ☐ Organized regional utility-community environmental partnership program where local publicly-owned electric utilities actively support local watershed projects.
- ☐ Monitored the Fish Passage Advisory Committee meetings for the Montana office of the NPPC.
- ☐ Researched and wrote *Columbia Basin Watersheds: A Survey of Watershed Infrastructure in Anadromous Fish Habitat*

1995 - 1996 Natural Resource Coordinator, Senior Wildlife and Fish Biologist, Public Power Council (PPC), Portland, OR.

- ☐ Alerted PPC member utilities to significant issues and actions relating to the NPPC's Fish and Wildlife Program, the BPA and other federal and state agencies and Indian Tribes. Provided technical and policy-level information and facilitated utility action.
- ☐ Coordinated PPC's Fish and Wildlife Task Force and System Reliability Committee. Created agendas, prepared meeting packets and summaries.
- ☐ Generated and promoted electric utility interest in community environmental partnerships. Coordinated local utility participation in fish and wildlife habitat improvement projects. Organized PPC's project selection process.
- ☐ Delivered presentations to the Northwest Public Power Association and Idaho Cooperative Utility Association.
- ☐ Wrote a variety of technical and non-technical reports including press releases; speeches; comments on the Council's Resident Fish and Wildlife Program; monthly Fish and Wildlife Updates for PPC's Executive Committee; and information packets about PPC's habitat projects, Lake Pend Oreille kokanee, and the National Marine Fisheries Service Reservoir Operating Committee.

1990 - 1995 Senior Wildlife and Fish Biologist, Pacific Northwest Utilities Conference Committee (PNUCC), Portland, OR.

- ☐ Coordinated the PNUCC Fish and Wildlife Committee, created agendas, led discussions, invited technical speakers, prepared meeting packets and summaries, kept record of decisions and actions.
- ☐ Coordinated a wide variety of technical and policy-level projects involving PNUCC staff, utility biologists and consultants.
- ☐ Worked with Federal, State and Tribal representatives on a variety of committees including the Lake Pend Oreille Kokanee Steering Committee, Kootenai River White Sturgeon Steering Committee, BPA Policy Review Group, Wildlife Scoping Group, Wildlife Advisory Committee, Mainstem Scoping Group,

- Montana Wildlife Trust Advisory Committee, Dworshak Mitigation Advisory Committee.
- ⊟ Organized, summarized, analyzed and presented *published* technical and policy reports pertaining to wildlife, resident, fish and anadromous fish in the Columbia Basin to facilitate decisions by utility managers and industry leaders.
  - ⊟ *Wrote* and presented a variety of policy and technical reports explaining the utility position on wildlife, resident fish, and anadromous fish issues in the Columbia Basin.
  - ⊟ Organized and coordinated several bridge-building workshops for utilities, consultants, environmental groups and sport fishing interests.
  - ⊟ Served as a data and information source on regional technical and policy-level resident fish, wildlife and anadromous fish issues. Provided the utility industry with annual updates on BPA's fish and wildlife expenses.
  - ⊟ Testified before the NPPC on technical resident fish and wildlife issues.

## **THOMAS G. GIESE**

*Budget Analyst*

### **EDUCATION**

B.A. in Chemistry, Reed College

M.A. in Chemistry, University of Oregon

M.A. in Environmental Biology, University of Colorado

### **WORK EXPERIENCE**

1996 - Present Budget Analyst, Columbia Basin Fish and Wildlife Authority (CBFWA)

- ⊟ Track federal agency budgets associated with or affecting the BPA budget agreement including:
  - planned expenditures in each budget category (direct fish and wildlife program, capital improvements and reimbursable);
  - overall within-year spending in each budget category;
  - project-specific within-year spending in the direct fish and wildlife program and other budget categories at the request of the CBFWA chair;
  - out-year costs for specific projects within each budget category.
- ⊟ Assist Members in developing Annual Work Plans recommending spending BPA direct budget.
- ⊟ Assist with budget development at the request of the caucus chairs.
- ⊟ Collect fiscal and budget materials in support of MOA budgets, AWP development and within-year budget tracking.
- ⊟ Raise budget issues to caucus chairs for resolution.
- ⊟ Provide support in preparing issue papers, presentation, responses to public comments, etc. Make presentations to CBFWA. At the specific request of caucus chairs, make presentations to the NPPC and others.
- ⊟ Evaluate ways to make the fish and wildlife program more cost-efficient.



- ☐ Assist Members in resolving fiscal issues with the NPPC, BPA, Army Corps of Engineers (COE), U.S. Fish and Wildlife Service (FWS), and the Bureau of Reclamation (BOR).
- ☐ Coordinate with other CBFWA staff.

1993 - 1996 Coordinator, Columbia Basin Fish and Wildlife Authority

- ☐ Responsible for coordinating and facilitating the development of an annual work plan by the CBFWA members to implement the Fish and Wildlife Program. This requires continuous liaison with the fish and wildlife agencies and tribes, the BPA, and the NPPC.
- ☐ Serve as the staff liaison to the Independent Scientific Group (formerly the Scientific Review Group).
- ☐ Responsible for the development of CBFWA work statements and budgets.

1990 - 1993 Senior Planner, Pacific Northwest Utilities Conference Committee (PNUCC), Portland, OR.

- ☐ Formulated and presented policy on a wide range of issues for a regional electric utility trade organization. These issues include: fish and wildlife; hazardous waste and environmental regulations; conservation; and electric power generation.
- ☐ Managed projects in technically complex and politically sensitive areas, such as declining salmon runs on the Columbia River and PCB contamination from utility equipment.
- ☐ Organized volunteer committees, assisted in member relations and represented PNUCC before political and regulatory bodies, such as the NPPC and BPA.
- ☐ Supervised three employees, managed consultant contracts, work plans, schedules and budgets.

## **KEITH KUTCHINS**

*Anadromous Fish Analyst*

### **EDUCATION**

*Masters of Science Degree, Natural Resources, Fisheries.* Humboldt State University, Arcata, California, June 1986. Emphasis on anadromous salmonids, populations dynamics, smolt transformation and adult homing, habitat rehabilitation, and water resources. Thesis title: "Returns of Artificially Imprinted Chinook Salmon (*Oncorhynchus tshawytscha*) to the Ocean Fishery and Natal Hatchery."

*Bachelor of Science Degree, Wildlife Conservation and Management.* University of Wyoming, Laramie, Wyoming, May 1982. Aquatic Zoology and Fisheries Option.

### **WORK EXPERIENCE**

*Possesses over 12 years of experience as a fisheries biologist, with emphasis in biological monitoring and evaluation, development of sampling designs, proposals and*

*reports, and including 10 years of strategic planning and implementation of anadromous fish production, harvest, and habitat actions in the Columbia River Basin.*

April 2, 1997 to present - Anadromous Fish Analyst for the Columbia Basin Fish and Wildlife Authority. Assist the Anadromous Fish Managers and the CBFWA members in determining existing resource conditions and major limiting factors, establishing goals and objectives for anadromous fish, evaluating alternative strategic actions to correct the limiting factors and recommending actions to mitigate, restore, and protect anadromous fish and their habitat. Facilitate meetings, provide reviews, analyses and evaluations of different management actions and strategies, and collect and disseminate information to assist effective and timely management decisions. Track program and individual project budgets and assist in correcting budget problems when they occur.

April 1991 to March 21, 1997 - Anadromous Fisheries Biologist for the Shoshone-Bannock Tribes. Developed and implemented a sliding-scale harvest rate-based tributary salmon and steelhead harvest management framework based on escapement levels; and participated in regional harvest management processes (coordination with co-managers, US v Oregon, ESA consultations, and Columbia River Compact). Developed and implemented high-priority salmon and steelhead supplementation projects and production management plans and guidelines and participated in regional and local planning and salmon production forums, including US v Oregon and the Integrated Hatcheries Operations Team. Pursued the development of mainstem Columbia and Snake River fish passage and water availability solutions, facilitated tribal policy development and participated in a variety of regional policy and technical forums to promote the tribe's policies. Coordinated with federal and state regulatory and enforcement agencies, and other tribal departments dealing with habitat, resident fish, wildlife, land and water use, and education issues.

## **Section 10. Information/technology transfer**

CBFWA organizes the Annual Project Review. This provides opportunity for managers and the public to “peer review” projects and interact with project managers regarding goals, objectives and budgets. A database containing project budget information is shared electronically in order to facilitate project budget tracking.